

Librarians' Advocate

**Official Publication Of Librarians Affiliated With The
University Council - American Federation Of Teachers, AFL-CIO**

October, 1985

The new edition of the contract between the University Federation of Librarians, University Council/AFT and the University of California, incorporating amendments negotiated in 1985, is being distributed. It is dated July 1, 1985-June 30, 1988, and has red printing on the cover. As the current legal agreement, it supersedes all previous copies, which should no longer be consulted. If you have a question about a section of the Agreement and are unable to reach your campus representative, call Contract Administrator Joyce Toscan (UCLA) or Chief Negotiator Miki Goral (UCLA).

KNOW YOUR CONTRACT #1

Know Your Contract is the first of a continuing series of interpretive comments about the Agreement between the UFL and the University. This issue deals with Article III, Professional Activities and Development (formerly Article XVI), section A:

Librarians in the unit are required to devote their time and energies to service on behalf of the University. Certain commitments established by the University will involve specific schedules and obligations that shall be met by the unit member. Choice of other activities such as study, writing, research, public service, and requests to attend workshops, institutes, and conferences, as well as the choice of professional organizations in which to be active, are left to the discretion of the individual librarian in the unit. There shall be reasonable flexibility and reasonable individual discretion for librarians in the unit in the use of University time so that they may function as academic appointees of the University of California.
[Emphasis added.]

This section has been the cause of some confusion on several campuses. In order for librarians to be cognizant of their rights and responsibilities under this contract provision, the following guidelines should be understood:

1. As academic appointees, librarians have a responsibility to ensure that the work of their library unit is accomplished.
2. As academic appointees, librarians are not restricted to an 8 am - 5 pm workday or to a 40-hour work week.
3. Librarians may have some duties requiring specific time commitments, such as public service schedules, meetings, teaching duties, access to online bibliographic utilities, or other departmental responsibilities.

4. Commitments established by the University cannot be so stringent that they preclude librarians from accomplishing their other academic requirements.
5. As academic appointees, librarians do not accrue compensatory time. However, if a librarian is scheduled to work on a weekend or holiday, s/he shall receive time off equivalent to the time worked.
6. During the University's normal business day (8 am - 5 pm), the University has a right to know if a librarian is at work, on vacation, on leave, taking sick leave, or otherwise absent from campus while on pay status.
7. During the University's normal business day, if a librarian is away from her/his office/department for an extended period of time, it is appropriate to indicate the expected time of return.

JOIN UFL TODAY!



EMPLOYEE ORGANIZATION MEMBERSHIP PAYROLL DEDUCTION AUTHORIZATION

UPAY 669 (10/80)

PLEASE
PRINT
OR
TYPE

	CAMPUS	LOC	EMPLOYEE I.D.	DATE
	ACTION ON THIS FORM TO BECOME EFFECTIVE THE PAY PERIOD BEGINNING:			DATE
	MONTHLY DEDUCTION			
LAST NAME, FIRST, MIDDLE INITIAL		ENROLL	CANCEL	CURRENT AMOUNT
DEPARTMENT EMPLOYED AT U.C.	DUES			
TITLE AT U.C.	INITIATION FEES			
ORGANIZATION NAME (INCLUDE LOCAL NAME AND NUMBER)	GENERAL ASSESSMENT			
			TOTAL	

I authorize The Regents of the University of California to withhold monthly or cease withholding from my earnings as an employee, membership dues, initiation fees and general assessments as indicated above.

I understand and agree to the arrangement whereby one total monthly deduction will be made by the University based upon the current rate of dues, initiation fees, and general assessments. I ALSO UNDERSTAND THAT CHANGES IN THE RATE OF DUES, INITIATION FEES AND GENERAL ASSESSMENTS MAY BE MADE AFTER NOTICE TO THAT EFFECT IS GIVEN TO THE UNIVERSITY BY THE ORGANIZATION TO WHICH SUCH AUTHORIZED DEDUCTIONS ARE ASSIGNED AND I HEREBY EXPRESSLY AGREE THAT PURSUANT TO SUCH NOTICE THE UNIVERSITY MAY WITHHOLD FROM MY EARNINGS AMOUNTS EITHER GREATER THAN OR LESS THAN THOSE SHOWN ABOVE WITHOUT OBLIGATION TO INFORM ME BEFORE DOING SO OR TO SEEK ADDITIONAL AUTHORIZATION FROM ME FOR SUCH WITHHOLDINGS.

The University will remit the amount deducted to the official designated by the organization.

This authorization shall remain in effect until revoked by me - allowing up to 30 days time to change the payroll records in order to make effective this assignment or revocation thereof - or until another employee organization becomes my exclusive representative.

It is understood that this authorization shall become void in the event the employee organization's eligibility for payroll deduction terminates for any reason. Upon termination of my employment with the University, this authorization will no longer be in effect.

This authorization does not include dues, initiation fees and general assessments to cover any time prior to the payroll period in which the initial deduction is made. Payroll deductions, including those legally required and those authorized by an employee are assigned priorities. In the event there are insufficient earnings to cover all required and authorized deductions, it is understood that deductions will be taken in the order assigned by the University and no adjustment will be made in a subsequent pay period for membership dues, initiation fees and general assessments.

EMPLOYEE SIGNATURE	DATE

labor donated